

August 26, 2005

Health Workforce Committee Members

Dear Members:

The U.S. faces an impending shortage of nurses that is expected to peak by 2020 (ANA: Facts on nursing shortage). The Health Resources and Services Administration (HRSA) determined that there were nurse shortages in 30 states in 2000 and currently project the problem to expand to 44 states and the District of Columbia (DC) by 2020 (DHHS, 2002).

To help address looming staffing issues in the Commonwealth, the Virginia General Assembly appropriated funds to the Virginia Area Health Education Centers Program to support a nursing workforce initiative. Senators Wampler and Howell requested that the Virginia Area Health Education Centers Program use the funds to develop a rural and an urban model with potential for future replication.

The Southwest Virginia Area Health Education Center (AHEC) has been selected to conduct the rural pilot of this model. AHEC held several preliminary meetings to gain a better understanding of the factors that are driving the shortage and selected a key strategy to address nurse retention: *to create a research-based nurse preceptorship program that will promote a workplace culture of nurture, support and professional growth for novice nurses or those in transition to a new specialty.*

Southwest Virginia's pilot project will be based on the successful Vermont Nurse Internship Project (<http://vnip.org>). The model and its components have been validated as a standardized model for delivery in multiple settings. It has also been found to be a model that provides structure for experiential learning that can address the needs of the new graduate, specialty care internships, and/or the clinical component of a re-entry program.

AHEC is convening a training session at the Higher Education Center in Abingdon, Virginia November 1-4, 2005 (Room 222). No tuition will be charged for registrants from Bland, Buchanan, Carroll, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wythe, and Wise counties. (For out-of-region registrants, the tuition is \$180/workshop.) Breaks and lunch will be provided free of charge. Session agendas are included.

The target audience for **November 1-2—Core Curriculum for Preceptor Development**—is nurses, direct care providers, nursing educators, managers and supervisors working or interested in working with students, new graduates, orientees, and/or novice staff in a direct care and/or specialty area. This session has been approved for 14.1 contact hours.

The target audience for **November 3-4—Preceptor & Intern Program Development**—is staff educators, managers, health care administrators, directors of human resources, directors of nursing, nurses and other direct care providers working toward establishing preceptor and intern development programs that will support students, new graduates, orientees, and/or novice staff in a direct care and/or specialty area. *Educators and Managers are encouraged to attend the Core Curriculum for Preceptor Development as well as this program planning and implementation session.* We shall apply for contact hours for this session.

Susan A. Boyer, RN, M.Ed, Director of the Vermont Nurse Internship Project will be the workshop presenter for both 2-day sessions. A brief biography is enclosed.

The Comfort Inn in Abingdon is holding a block of rooms at the preferred rate of \$55 per night plus tax. This rate will be available through October 17th. You may make reservations by calling 276-676-2222. To get the preferred rate, please tell them you are attending the Southwest Virginia AHEC program.

We anticipate high demand for these workshops so please mail or e-mail your registration to ensure your place in the class. Registrations will be accepted on a first come-first served basis. Mailed registrations should be addressed to Southwest Virginia AHEC, P.O. Box 880, Marion, VA 24354. E-mail registration information to salford@netva.com.

A notice of cancellation is required if you are unable to attend after registering. A \$20 fee will be billed for "no show, no cancellation."

We hope you will be able to join us for these workshops. Please do not hesitate to call or e-mail me should you have questions or require additional information.

Sincerely,

Susan Alford
Executive Director

Enclosure

**Registration
Nurse Preceptorship Program**

Registration by e-mail is welcome. Just include the information below in your note!

Please include all the requested information:

Name: _____

Phone: _____ E-mail: _____

Organization: _____

Specialty area (circle one):

Med/Surg	Emergency	ICU	Maternal/Child Health	OR/PACU	Psych
Radiology	Home Care	CCU	Long Term Care	Educator/Manager	Pharmacy
		NICU		Public Health	Respiratory

Other: _____

Registered Nurse (circle one): Yes No

Mailing Address: _____

I plan to attend the preceptor workshop on:

- ☐ November 1-2, 2005: **Core Curriculum for Preceptor Development**
- ☐ November 3-4, 2005: **Preceptor & Intern Program Development**
- ☐ **All four days**, November 1-4, 2005

(The first session is primarily introduction and theory related to the precepting role. The second session concentrates on program planning, customization for your organization and implementation issues. We hope many of you will attend all four days.)

Out of region participants at rate of \$90 per person per day (\$180 per workshop). Checks should be made payable to Southwest Virginia AHEC and returned with registration form.

Space is limited! Please register early.

Mailing address: Southwest Virginia AHEC, P.O. Box 880, Marion, VA 24354 or e-mail registration information to salford@netva.com. Fax: 276-782-1319

Questions: E-mail to Susan Alford at salford@netva.com or call 276-782-1236.